

Guide

to the procedure in cases of sexual harassment,
(cyber) bullying, stalking and any form of discrimination

Sexual harassment, (cyber) bullying,
stalking, discrimination?

Criminal, industrial law,
or civil service incident
e.g. violence

Direct resistance

Success:
Behaviour remedied

Documentation (date, place, facts,
witnesses, ...) provided by person affected

Person in a position of trust or advice centre*

Conversation or letter

Success:
Behaviour remedied
Apology

Further incident

At the request of the person affected, the person in a
position of trust or the advice centre lodges a complaint
with the mediation commission** via legal department

Mediation commission listens to both sides
Protocol

Success:
Behaviour remedied

Mediation commission asks the President
or Chancellor to initiate a formal procedure

Immediate initiation of
a formal procedure by
responsible bodies

Observation, review

Success:
Behaviour remedied
Settlement of procedure

Industrial law, civil service, criminal consequences

* Students council, staff council, women's representatives, representatives for gender equality, disabilities' representatives, international officers, ombudsman, representatives of doctoral students, deans of studies, psychologist (contact via course guidance service)

** The mediation commission is occasionally set up with 2 permanent members (legal department, psychologist) and 1 – 2 members depending on the subject matter